

GENERAL MEMBERSHIP MEETING MINUTES

Department of Health
Point Plaza East, Tumwater

January 11, 2005
9:00 a.m. – 3:00 p.m.

WELCOME AND INTRODUCTION OF MEMBERS:

COMMITTEE REPORTS:

Treasurer (Sandy Robertson): Sandy reported that the balance in the ICSEW account is \$51,270.50 as of November 30, 2004.

Communications (Lonnie Peterson): Since the last meeting in November, the Communications Committee has worked on the *InterAct* newsletter and has recruited a second Web Site Developer, Marilyn Hanna, from the Department of Health. She has completed DreamWeaver training and is eager to get up and running on the Web site. Our other Web Site Developer, Julie Woods, from the Governor's Office, will no longer be a member of the ICSEW unless she can find a position that needs a representative or alternate. She will be keeping in touch with me to let me know what her job status is. Stay posted for more information as it becomes available.

The January/February issue of the *InterAct* included several articles written by ICSEW members. Any member who submits an original article will be given an ICSEW "InterAct Contributor" pen. Those receiving pens at this meeting are: Vicki Rummig for the "Planning Strategically: Civil Rights in Washington State" article, Julie Sojohlm for the "Breastfeeding Options at Work" article, Sandy Machado for the "Alternatives to the Hysterectomy--What You Should Know" article, Paula Ditton Henzel for the "Spotlight Article" on the Personnel Service Reform Act Committee, Kindra Benavidez for the "Turning Personal Vision into Action" article, and Lori Nesmith for the "Dinner's Done" article.

At today's meeting, the Communications Committee will be coming up with ideas for the next *InterAct*. The deadline for articles for the next issue is February 23. Please fax, e-mail, or campus mail them to Lonnie Peterson. Lonnie has new contact information effective tomorrow (January 12) and will send that updated information through the Listserv(c). If you wish to reprint an article, please make sure you get permission to do so before sending it to me. If you are submitting photos, please make sure they are in .jpg format.

The Communications Committee will be meeting for dinner after the General Membership meeting so that they can get to know each other better and use it for some

teambuilding time. The Communications Committee used to only have a couple of members, so now that there are more members, Lonnie proposed that it would be nice to get to know each other a little better. Lonnie is also doing this as a 'thank you' to the Committee for working so hard and helping the *InterAct* become a great publication.

Membership Committee (Gina Maynard):

Personnel System Reform Committee (Connie Riker): The PSRA Committee is reviewing the rules as they come out and but hasn't seen anything yet that warrants concern significant enough to bring before the Committee. The Committee did hear that the HRMS (the new computer system) has been delayed again in its rollout and a new date for the first phase of departments has not been released.

The Committee is working on an article (just a warning to the Communication Committee -- it may be lengthy) for the next *Interact* that will be based on the rule changes. Connie receives an average of one call a week from state employees from a variety of agencies about rumors/concerns about the rules and that is where our emphasis should start.

Promotions and Career Opportunities Committee (JoAnne McDaniel): The PCOC is proud to report that Kindra Benavidez submitted her second article for the *InterAct* series on personal vision. It was published in the January edition. The third installment is planned for the next issue. Pam Johnson is leading development of the Needs Assessment Survey. With the Wellness Committee and PCOC members, she's completed the survey questions. Now, the L&I Web Technical Manager is putting the survey into a web format linked to a database. It will be tested and finalized in mid-January. Later this month, ICSEW members should expect to receive an e-mail containing the link to this survey. Please plan to distribute this e-mail throughout your agencies using the most effective methods available to reach all state employees, e.g., Intranet, distribution lists, etc. Two weeks of response time will be given. A full report of the response outcomes should be available by March 2005.

Historian (Kim Starkey):

Health and Wellness Committee (Jan Olmstead):

Conference Committee (Melissa Beard): The Conference Committee had four groups make presentations or provide information regarding possible facilities to hold the 2006 Conference. Those groups were Spokane Visitors Bureau, Tri-Cities Visitors Bureau, Marcus Whitman Hotel in Walla Walla, and Big Bend Community College in Moses Lake. The next step will be to decide which facilities the Committee will visit and when that visit will occur. After decisions on location and date is made, the Committee will begin working creating a theme. Also, evaluation results from the last Conference were compiled to be used as reference for the next conference.

Education Committee (Vicki Meyer): The following workshops were announced: January 20, 2005, in the GA Auditorium, Sandra Smith will be presenting "How to

Provide Great Customer Service and Love Your Job Too." The fee is \$99 per person. On January 22, 2005, the Car Maintenance Class will be held at The Evergreen State College Maintenance Facility. The fee is \$10 per person. On January 28, 2005, Kathy Bote' will present "Staying Safe, Staying Sane" at the Attorney General's Training Center at Rowe Six in Lacey. The fee is \$99 per person. On February 11, again at the Attorney General's Training Center in Lacey, Sandra Smith will present "How To Do Your Job Well and Manage Life's Challenges." The fee for the class is \$99 per person. On February 23, 2005, Sandra Smith will present "How to Provide Great Customer Service and Love Your Job Too" in Sedro Woolley, WA. The fee is \$99 per person. This class was requested by the Department of General Administration staff in that area who will have 13 people attending. The class has been opened up that community and surrounding area as well and it is the hope to make it a successful endeavor for the trainer, Ms. Smith.

Take Our Sons and Daughters To Work Day (Misty Ross): The TODSTW Committee has been waiting to act until the next Governor has been decided upon. Although it is still being challenged, we are going ahead with our plans on the assumption that Christine Gregoire will be our Governor for 2005. Our committee will meet with other agency representatives on February 2, 2005. Chrystal Andoh and Misty have written a letter to Christine Gregoire's office and hope to have a response to share with the Committee when we meet in February.

NEW BUSINESS: The process for new business was discussed. Twenty minutes will be allotted on each agenda for new business. Any member or alternate who has an agenda item for new business should email any Board member. If the item to be discussed is predicted to be lengthy, the new business agenda time will be adjusted appropriately. Every item that is brought up for discussion will have action taken, whether tabled, sent to a committee, or no further action deemed appropriate. At each General Session, we will do a status update on new business discussed at the previous meeting. The following issues were discussed during the new business portion of the agenda.

Julie Sjolholm wants to write a follow-up article on breastfeeding.

The issue was raised about issuing business cards to ICSEW members for the purpose of networking. The members voted on whether to issue business cards to the ICSEW members and a majority of the members voted against issuing cards. Many believed that issuing cards was not beneficial due to costs to print. Many members have business cards. The membership directory will help facilitate networking among the members.

Service Corps and Americorps will do a day of service on Martin Luther King, Jr. Day. More information will be distributed via the Listserv. Local celebrations celebrating Dr. King's life are outstanding and worth while to attend.

Any member can send something through the Listserv. The use and content of the distributions will not be monitored unless use becomes excessive.

What happened to the information that was gathered by members about their agencies. The transition is a good opportunity to inform new leaders on what ICSEW does. Spring is a good time to rechallenge ICSEW members.

Marilyn Hanna brought in Women's Health Issues calendars.

Rosalund Jenkins asked about agencies without ICSEW representatives. Is it appropriate for the union to come to a meeting to do a presentation? Vicki will ask the question. Vicki invites all agency directors to attend the transition meeting.

One of Jennifer Smith's co-workers going to Sri Lanka to take part in the relief efforts. Jennifer will post information on the website with contact information and email information. Donations of money and food will be collected. Pam Johnson has information from the Governor's Office regarding disaster relief. Many people wonder if all of the money is used entirely for relief efforts or whether it is filtered. Much of the money doesn't go directly to aid the victims. Three organizations: NW Doctors; Mercy Corps, and World Vision are organizations that contributed 100 percent of the donations received to disaster relief. You can also donate through the combined fund drive. January contributions can be deducted from your 2004 income tax.

HEALTH AND WELLNESS ACTIVITY: Robyn Bradshaw and Joanne Graley did a presentation on eating healthy.

DISCUSSION PURPOSE/GROUND RULES: Vicki gave a short presentation regarding the ground rules for a debate on whether the ICSEW should continue under its current Executive Order (allowing membership to be women)? Or, with a new administration, is this the time to perhaps drop the "W" in the committee's name and include men within the membership.

DOOR PRIZES/BREAK

DISCUSSION REGARDING COMMITTEE DIRECTION: Jan Olmstead began the debate with a position that the membership should remain women only. Lori Nesmith following with a position that the membership should be opened to men.

DISCUSSION WRAP-UP/DEBRIEF: Lively discussion followed the opening statements and individuals expressed their beliefs regarding the makeup of the membership of the committee.

LUNCH

HUMAN RIGHTS COMMISSION: Marc Brenman from the Human Rights Commission was the scheduled speaker. While waiting for Mr. Brenman to show, each of the members told what their job title is, and explained what their duties were. We received notification that Mr. Brenman was called to an emergency meeting and was unable to attend.

Two people voted to open the committee's membership to men, while the rest of the members voted to retain the committee's membership of women only.

COMMITTEE BREAKOUT SESSIONS